WHAT IS A BARRIER ANALYSIS?

- Barriers exist when employees from **marginalized groups are not afforded equal opportunities** to participate and thrive in employment processes.

- Barrier analysis is a comprehensive, systematic review of human capital processes from recruitment to retirement, including **qualitative and quantitative data** sources.

HOW DID WE CONDUCT THE ANALYSIS?

- Facilitated **21 focus groups** with approximately **200 House employees**.

- Reviewed extensive diversity, equity, and inclusion (DEI) research and identified **over 80 resources**.

- Compared **2019 demographic data** to relative labor forces.

WHAT DID WE FIND?

- We **identified themes covering various topics** (Experiences of Discrimination; Training, Development, and Advancement; Human Resources, Recruiting, and Hiring).

- The **majority of House employees** believe DEI is important and want to contribute to an equitable and inclusive work environment.

- Individuals who identify as **Hispanic or Latino are most underrepresented** across jobs analyzed during this study.

- **Women and Hispanic or Latino employees are most underrepresented** at the highest job levels.

- Overall, the workforce is **relatively diverse** as employees represent a range of demographic characteristics (e.g., racial/ethnic groups, faiths, genders, sexual orientations, veteran status).

> " **I'd like to be provided with opportunities, mentorship, and support to grow in my role and be able to move up the ladder.**

> " **In hiring, recruiting, and internal development, there is nothing specific. We don't have any clear or specific ways to do those [HR] things … and we should.**

> " **On my end, the biggest issue is that there is no standardization [of HR practices] across offices.**

> " **[The House needs to] improve training and professional development to facilitate lower-level staff to advance.**

> " **Sometimes I avoid going to meetings because the doors are too narrow to get through and sometimes you have to constantly rely on others to open a door for you.**

WHAT ARE THE NEXT STEPS?

Informed by the analysis results and literature review findings, the following Recommendations have been approved by House leadership. Action has already been initiated on many of these recommendations; all are priorities for implementation in the next few years.

HOW CAN THE HOUSE IMPROVE HUMAN CAPITAL RESOURCES, DATA, AND TRANSPARENCY?

1a. Provide Resources on Human Capital Best Practices to HR Decision Makers

1b. Create a House Centralized HR Function

2. Collect Data on Employee Demographics and the Human Capital Life Cycle

3. Assess Progress Toward DEI Goals

4. Build Mechanism for Transparency Regarding HR Best Practices, Professionalism, and DEI

HOW CAN THE HOUSE IMPROVE TRAINING, DEVELOPMENT, AND NETWORKING PROCESSES?

5. Provide DEI Training to House Employees

6. Offer Leadership Development Programs for House Employees

7. Equip Employees with Tools for Advancement

8. Implement a Mentoring Program

9. Support for New Congressional Staff Groups and Additional Networking Opportunities

HOW CAN THE HOUSE IMPROVE DIVERSITY ASSISTANCE AND MODERNIZE PROCESSES AROUND THE AMERICANS WITH DISABILITIES ACT (ADA)?

10. Improve Knowledge of Accessibility and Reasonable Accommodation Resources

11. Provide DEI Resources to Hiring Managers

12. Raise Awareness of DEI Guidance and Complaint Process for Congressional Accountability Act and Sexual Harassment